

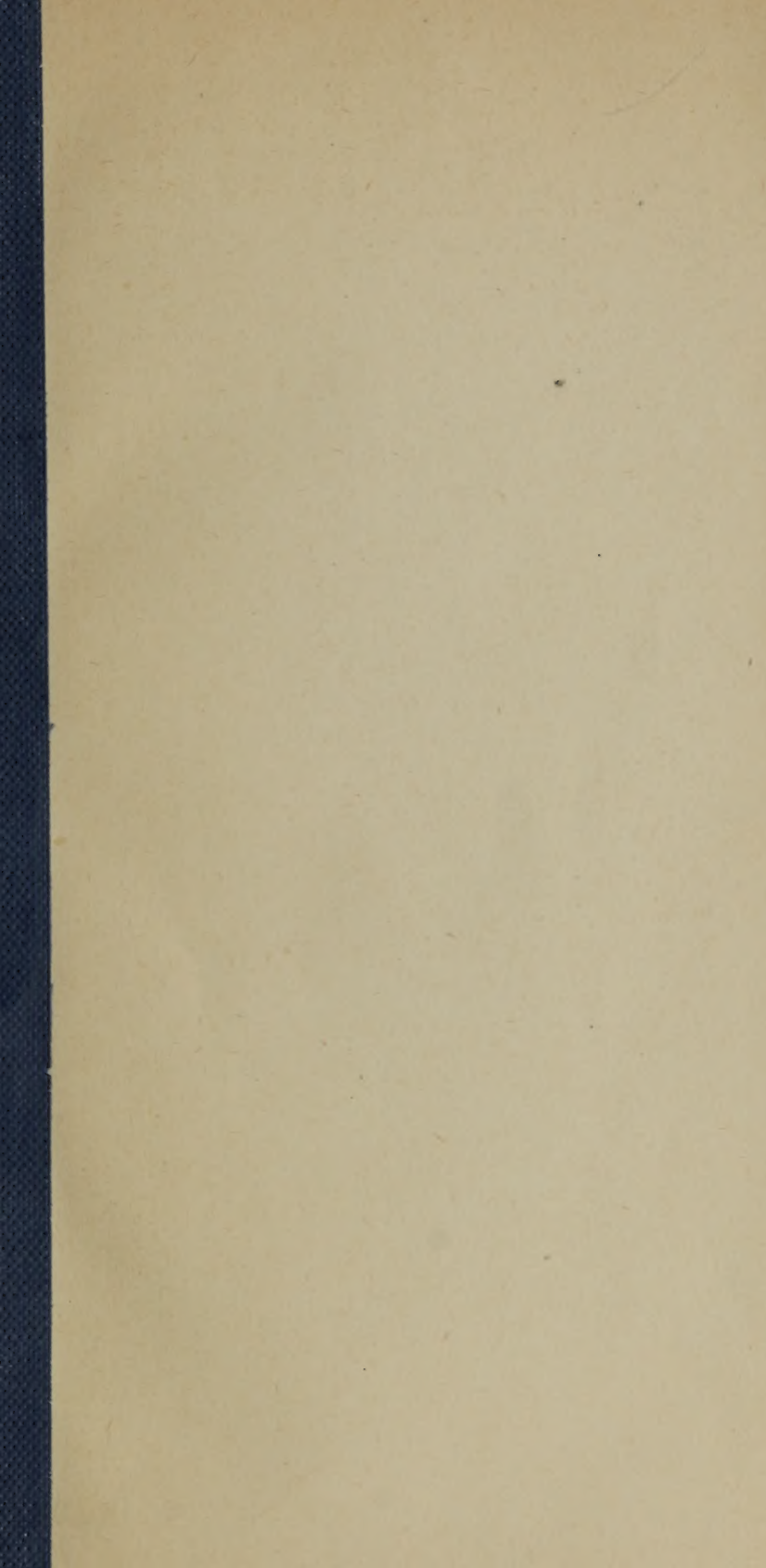


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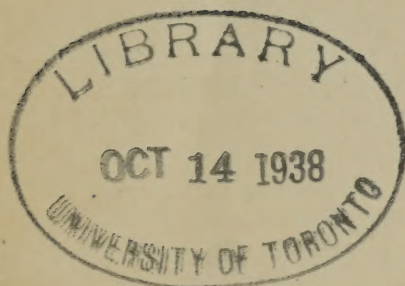
Employee representation and
collective bargaining.



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EMPLOYEE
REPRESENTATION
AND
COLLECTIVE
BARGAINING

[by
Walter Clark Teagle] (1878-
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neither employers nor employees are required, by law, to agree to any particular contract, whether proposed as an individual or collective agreement.

“The law provides that employees shall be free from the interference, restraint or coercion of employers in the exercise of their rights established by the law.

“The law does not prohibit the existence of a local labor organization, which may be called a company union, and is composed only of the employees of one company. But it does prohibit an employer from requiring as a condition of employment that any employee join a company union, and it prohibits the maintenance of a company union, or any other labor organization, by the interference, restraint or coercion of an employer.”

It is clear that the law itself and its official interpretations fully sanction employee representation as a form of collective bargaining. The only limitation is that this method must be the free choice of the employees themselves, who are protected by the statute against any form of coercion by employers in deciding whether or not they will have collective bargaining, and, if so, who shall be their representatives.

Conclusion

In their united effort at recovery from the world-wide depression, the parties to American industry are confronted with some real conflicts of interest. Surely it is the part of wisdom to minimize these conflicts and to seek out the areas in which interests coincide and in which cooperative action is possible. Experience of employers and employees in industries where genuine cooperation has long been in effect proves that the real occasions for conflict are rare; and in the vast majority of cases the interests of all can be served through mutual agreement. Humanity is tired of strife—strife of nations, strife of classes, strife of individual interests. It has long called for peace—not the peace imposed by victors upon vanquished, but the reasoned agreement of equals whose efforts henceforth shall be united for common ends. Such agreements in the fields of industry, will go far to eliminate the wastes inherent in conflict and to build the returning prosperity of the country on a firm foundation. Employee representation has demonstrated its value as an instrumentality to accomplish this end.

+ U.S. Commerce, Dept. of Business Ad-
visory and Planning Council (a.e.)

+ Employee representation in management

+ Laborer contract



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